



Legislation Details (With Text)

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**Title:** Adopt a resolution approving a budget appropriation, Salary Matrix, and the Memorandum of Understanding for the Operating Engineers Local Union No. 3.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Attachment 1 - Resolution, 2. Attachment 2 - MOU, 3. Attachment 3 - MOU Redline, 4. Attachment 4 - Salary Matrix

Date	Ver.	Action By	Action	Result
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**City Council Agenda**

**Memo to:** Manteca City Council

**From:** Miranda Lutzow, Acting Finance Director

**Date:** December 3, 2019

**Subject:** Salary Matrix and Memorandum of Understanding for the Operating Engineers Local Union No. 3

Adopt a resolution approving a budget appropriation, Salary Matrix, and the Memorandum of Understanding for the Operating Engineers Local Union No. 3.

**Background:**

The Memorandum of Understanding (MOU) with the Operating Engineers Local Union No. 3 expired on June 30, 2019. After a successful negotiation, the attached MOU will be effective from July 1, 2019 - June 30, 2021.

The following are significant changes made in the agreement:

- 2 year term
- Salary Increase
  - 2% July 1, 2019
  - 2% July 1, 2020
- New dues language due to the JANUS decision
- Addition of 83.2 hours (4%) of Wellness time off (this addition will be taken from the Re-Opener earned in the previous contract)
- Addition of 2% Deferred Compensation (this addition will be taken from the Re-Opener earned

in the previous contract)

- Increase CTO accrual bank from 80 hours to 100 hours, and carryover from 40 hours to 50 hours
- Updated Floating Holiday language to make consistent with other units
- Off-duty scheduled callback to be automatic 3 hours
- 1.5% salary increase for all members in exchange for the employee to pay 100% of Employee PERS contribution (8% or 7%)
- Boot Allowance
- Updated Retirement language

### **Fiscal Impact:**

The following budget appropriations are required to implement the memorandums of understanding for Fiscal Year 2019-20:

Appropriate funds from undesignated reserves in the following funds to the salary and benefit accounts in said funds:

- General Fund Salary and Benefit Accounts \$48,500
- LMD Fund Salary and Benefit Accounts \$16,725
- Gas Tax Fund Salary and Benefit Accounts \$30,400
- Golf Fund Salary and Benefit Accounts \$6,050
- Sewer O&M Fund Salary and Benefit Accounts \$88,900
- Solid Waste Fund Salary and Benefit Accounts \$72,125
- Water Fund Salary and Benefit Accounts \$57,325
- ISF Fleet Fund Salary and Benefit Accounts \$14,625
  - **Total for OE3 \$334,650**

Fiscal Year 2020-21 fiscal impact will be part of the FY 2020-21 budget

### **Documents Attached:**

1. Attachment 1: Resolution
2. Attachment 2: Memorandum of Understanding
3. Attachment 3: Memorandum of Understanding-Redlined
4. Attachment 4: Salary Matrix Effective July 1, 2019